

**Analysis of Utah's Active
REGISTERED NURSE
Workforce**

**RN workforce trends using
professional licensure
and
labor statistics data**

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The Utah Medical Education Council (UMEC) used existing data sources to conduct an analysis that highlights registered nurse (RN) workforce trends in the state of Utah.

Part 1 (Tables 1-4)

The first part of the analysis is done by comparing licensed registered nurse information available through the Utah Division of Occupational & Professional Licensing (DOPL) with Employment and wage data available through the Utah Department of Workforce Services (DWS), called Employment Security in other states.

The UMEC looked specifically at:

Table 1 The difference between RN's licensed in Utah and those actually working in the state.

Table 2 The approximate retirement

Table 3 Identify employment areas in which registered nurses were working

Table 4 The distribution of registered nurses by county.

Information about age and license address was obtained from DOPL data while employment area and county of practice were obtained from DWS data.

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The data from Table 1 shows that 75% of RNs with Utah Licenses are currently employed. Table 2 demonstrates a significant decline in the number of working RNs after age 54. Table 3 reveals employment categories, and shows that the majority of Utah RNs work in healthcare. For example, 68% of the RN workforce in Utah works in a hospital/clinic setting. The data provided in Table 4 shows the county of license compared to county of practice.

Part 2 (Tables 5-8)

The second part of the analysis is done by comparing multiple years of licensing information available through the Utah Department of Occupational & Professional Licensing (DOPL) to determine attrition, i.e. characteristics of nurses dropping their licenses and reinstating of license.

The UMEC looked specifically at:

Table 5 Licenses issued and expired by year

Table 6 Percent not renewing by year

Table 7 Age at year of expiration

Table 8 Reinstatement by year

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Table 1

Utah Registered Nurses (3rd quarter 2001) by county of license address

County of License Address	Gender	Total RN's Licensed in Utah	RN's Working in Utah	Difference between Licensed & Working
Beaver	F	28	25	3
	M	6	5	1
Box Elder	F	203	170	33
	M	13	12	1
Cache	F	493	403	90
	M	39	37	2
Carbon	F	128	111	17
	M	15	15	0
Daggett	F	2	0	2
	M	0	0	0
Davis	F	1702	1404	298
	M	155	135	20
Duchesne	F	67	53	14
	M	7	7	0
Emery	F	42	39	3
	M	3	3	0
Garfield	F	20	17	3
	M	1	1	0
Grand	F	36	29	7
	M	11	10	1
Iron	F	202	164	38
	M	12	12	0
Juab	F	36	28	8
	M	2	2	0
Kane	F	23	18	5
	M	1	1	0
Millard	F	56	51	5
	M	4	4	0
Morgan	F	66	51	15
	M	6	6	0
Piute	F	3	2	1
	M	0	0	0
Rich	F	8	5	3
	M	1	0	1
Salt Lake	F	6045	5092	953
	M	628	539	89
San Juan	F	51	36	15
	M	2	2	0
Sanpete	F	96	75	21
	M	7	5	2
Sevier	F	92	75	17
	M	5	5	0
Summit	F	277	213	64
	M	23	19	4
Tooele	F	167	142	25
	M	25	20	5
Uintah	F	110	88	22
	M	7	7	0
Utah	F	2227	1867	360
	M	242	227	15
Wasatch	F	92	75	17
	M	6	4	2
Washington	F	517	414	103
	M	66	59	7
Wayne	F	13	7	6
	M	0	0	0
Weber	F	1291	1110	181
	M	103	97	6
Out of State	F	1857	236	1621
	M	226	23	203
Total		17566	13257	4309

County of License Address	Total RN's Licensed in Utah	RN's Working in Utah	Percent Working
Beaver	34	30	88%
Box Elder	216	182	84%
Cache	532	440	83%
Carbon	143	126	88%
Daggett	2	0	0%
Davis	1857	1539	83%
Duchesne	74	60	81%
Emery	45	42	93%
Garfield	21	18	86%
Grand	47	39	83%
Iron	214	176	82%
Juab	38	30	79%
Kane	24	19	79%
Millard	60	55	92%
Morgan	72	57	79%
Piute	3	2	67%
Rich	9	5	56%
Salt Lake	6673	5631	84%
San Juan	53	38	72%
Sanpete	103	80	78%
Sevier	97	80	82%
Summit	300	232	77%
Tooele	192	162	84%
Uintah	117	95	81%
Utah	2469	2094	85%
Wasatch	98	79	81%
Washington	583	473	81%
Wayne	13	7	54%
Weber	1394	1207	87%
Out of State	2083	259	12%
Total	17566	13257	75%

*Prepared by the Utah Medical Education Council, January 2003

Table 2

Utah Registered Nurses (3rd quarter 2001) by Age Groups and County of License Address

Includes only registered nurses that are working in Utah

County of License Address	Age Groups 5-year											Total
	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-95	Other	
Beaver			5	3	4	2	8	6	1	1		30
Box Elder	10	21	23	21	24	36	20	13	8	5	1	182
Cache	40	62	47	41	73	75	52	28	16	5	1	440
Carbon	5	15	12	12	21	26	18	11	3	2	1	126
Davis	76	187	219	206	221	250	187	109	55	20	8	1538
Duchesne	4	6	6	6	9	11	10	2	5	1		60
Emery	2	4	4	2	6	15	5	4				42
Garfield		2	4	1	2	6	3					18
Grand		1	5	2	5	11	9	5	1			39
Iron	8	22	15	17	30	36	21	15	6	4	2	176
Juab	1	4	4	3	4	5	4	3		2		30
Kane			4		2	4	3	1	3	2		19
Millard	4	1	5	3	12	14	9	4	3			55
Morgan	3	3	6	3	14	13	5	4	5	1		57
Piute				2								2
Rich	1	3				1						5
Salt Lake	128	600	656	649	847	1025	857	504	244	98	22	5630
San Juan		5	5	3	7	10	4	4				38
Sanpete	3	15	9	4	14	19	7	6	3			80
Sevier	4	7	13	10	19	10	6	6	1	3	1	80
Summit	3	8	33	21	41	63	36	16	8	2	1	232
Tooele	1	20	26	18	33	19	27	12	3	2	1	162
Uintah	2	10	16	12	12	18	12	9	2	2		95
Utah	84	293	288	272	304	344	259	144	67	27	12	2094
Wasatch		11	8	13	9	13	14	6	3	2		79
Washington	5	31	62	44	78	88	77	44	27	14	2	472
Wayne		2		1	1		2	1				7
Weber	59	138	159	165	175	208	145	90	34	28	6	1207
Out of State	21	49	44	37	28	29	22	16	9	2	5	262
Total	464	1520	1678	1571	1995	2351	1822	1063	507	223	63	13257
Percent	4%	11%	13%	12%	15%	18%	14%	8%	4%	2%	0%	100%

*Prepared by the Utah Medical Education Council, January 2003

Table 3

Utah Registered Nurses (3rd quarter 2001) by Employment Area and County of License Address

Includes only registered nurses that are working in Utah

County of License Address	Employment Categories											Total
	Gov. & Public Health	Insurance & Finance	Temp Services	Doctors Offices	Nursing Facilities	Hospitals & Clinics	Home & Allied Health	Labs & Research	College Faculty	Social Services	Other	
Beaver	2				1	26				1		30
Box Elder	10	1		5	21	121	10		12	2		182
Cache	11	3	9	42	57	279	16		13	2	8	440
Carbon	20		1	8	20	67	4		1	3	2	126
Davis	59	30	54	48	111	1081	61	11	33	20	31	1539
Duchesne			5	1	2	48	2		1	1		60
Emery	7				13	18	2		2			42
Garfield	1					15	2					18
Grand	9				3	23	1				3	39
Iron	17			5	15	102	18		9	5	5	176
Juab	3				1	24	2					30
Kane	3					13	3					19
Millard	4				2	41	1		3		4	55
Morgan	3	1	1	3	3	42	2				2	57
Piute	1					1						2
Rich			1			3			1			5
Salt Lake	226	150	180	205	231	3991	241	59	103	79	166	5631
San Juan	4				16	16			2			38
Sanpete	9			3	4	56	1		1	2	4	80
Sevier	12				8	58	1		1			80
Summit	14	8	8	29	8	134	11	3	6		11	232
Tooele	12		7	3	8	111	10	2		3	6	162
Uintah	12		2	2	7	58	4		1	2	7	95
Utah	210	10	68	58	85	1413	111	10	59	33	37	2094
Wasatch	8		2	2	5	53	6		1		2	79
Washington	17	1	10	37	41	302	30	4	15	9	7	473
Wayne			1			4				1	1	7
Weber	52	11	37	58	115	800	54	9	30	15	26	1207
Out of State	3	2	30	14	15	166	10	1	7	2	9	259
Total	729	217	416	523	792	9066	603	99	301	180	331	13257
Percent	5%	2%	3%	4%	6%	68%	5%	1%	2%	1%	2%	100%

*Prepared by the Utah Medical Education Council, January 2003

Table 4

Utah Registered Nurses (3rd Quarter 2001) by County of License Address and Practice*

County of license address in rows and county of practice in columns

County of License Address	County of Practice																													
	Beaver	Box Elder	Cache	Carbon	Davis	Duchesne	Emery	Garfield	Grand	Iron	Juab	Kane	Millard	Morgan	Piute	Rich	Salt Lake	San Juan	Sanpete	Sevier	Summit	Tooele	Uintah	Utah	Wasatch	Washington	Wayne	Weber	Total	Percent
Beaver	26																1								3			30	0.2%	
Box Elder		135	20		4									1			4								1		17	182	1.4%	
Cache		8	412	1	2												11				1		1				4	440	3.3%	
Carbon				113			1										9	1					1	1				126	1.0%	
Davis	1		3		953												475				1			10			96	1539	11.6%	
Duchesne				2	1	47											5						5					60	0.5%	
Emery				25	2		11		1								2	1										42	0.3%	
Garfield								15		2															1			18	0.1%	
Grand				8					31																			39	0.3%	
Iron	3		1							132							13	1						1		23	2	176	1.3%	
Juab											22									1				7				30	0.2%	
Kane												13													6			19	0.1%	
Millard			1		1						2		43						1	2				5				55	0.4%	
Morgan					6									3			2										46	57	0.4%	
Piute															1				1									2	0.0%	
Rich			4													1												5	0.0%	
Salt Lake		2	5	2	44					1				1			5511				4	4		42	1	3	11	5631	42.5%	
San Juan				4					1								1	31						1				38	0.3%	
Sanpete											5						2		62	4				6			1	80	0.6%	
Sevier	2		1								1						1		7	62				4		1	1	80	0.6%	
Summit					1												66				155				7		3	232	1.8%	
Tooele																	57					105						162	1.2%	
Uintah			2			15											8						69	1				95	0.7%	
Utah		1	2		9						3		1				445			1	1			1631				2094	15.8%	
Wasatch																	2				3			7	67			79	0.6%	
Washington										2							3									468		473	3.6%	
Wayne																										7		7	0.1%	
Weber		10	2		129												61		1					6	1		997	1207	9.1%	
Out of State		1	13	3	9	1			1	2		7					169	2				2	1	12	2	27	7	259		2.0%
Total	32	157	466	158	1161	63	12	15	34	139	33	20	44	5	1	1	6848	36	71	71	165	111	76	1735	78	533	7	1185	13257	100.0%
Percent	0.2%	1.2%	3.5%	1.2%	8.8%	0.5%	0.1%	0.1%	0.3%	1.0%	0.2%	0.2%	0.3%	0.0%	0.0%	0.0%	51.7%	0.3%	0.5%	0.5%	1.2%	0.8%	0.6%	13.1%	0.6%	4.0%	0.1%	8.9%	100.0%	

*Adjusted for central-paying institutions (IHC, University of Utah, etc.) to account for individuals working in one county that receive wages from a central office in another county

Prepared by the Utah Medical Education Council, January 2003

Indicates that there are 76 registered nurses working in Uintah county. 1 has a license address in Carbon county, 5 have license addresses in Duchesne county, 69 have license addresses in Uintah county, and 1 has a license address out-of-state.

Indicates that there are 95 registered nurses with license addresses in Uintah county. 2 work in Cache county, 15 work in Duchesne county, 8 work in Salt Lake county, 69 work in Uintah county, and 1 works in Utah county.

Part 2 (Tables 5-8)

The second part of the analysis is done by comparing multiple years of licensing information available through the Utah Department of Occupational & Professional Licensing (DOPL) to determine attrition, i.e. characteristics of nurses dropping their licenses and reinstating of license.

The UMEC looked specifically at:

Table 5 Licenses issued and expired by year

Table 6 Percent not renewing by year

Table 7 Age at year of expiration

Table 8 Reinstatement by year

Table 5

Analysis of Utah RN Licenses Issued and Expired (1985-2002)

Issue Year	Year Nurse Allowed License to Expire										Active Through	Total Issued	Percent Active
	1985	1987	1989	1991	1993	1995	1997	1999	2001	2003	2005		
1985	52	159	94	42	31	20	24	27	14	32	311	806	39%
1986		171	127	61	40	26	32	31	29	33	359	909	39%
1987		56	162	63	47	43	45	32	30	31	365	874	42%
1988			153	90	36	33	40	42	25	46	380	845	45%
1989			55	101	71	31	52	32	36	44	451	873	52%
1990				121	100	51	76	54	34	63	530	1029	52%
1991				64	108	61	73	43	55	86	580	1070	54%
1992					167	103	115	78	59	60	620	1202	52%
1993					24	126	138	86	68	84	777	1303	60%
1994						34	102	84	52	87	758	1117	68%
1995							68	97	46	50	660	921	72%
1996							39	116	53	82	713	1003	71%
1997							11	105	88	79	761	1044	73%
1998								46	96	97	747	986	76%
1999								2	49	116	766	933	82%
2000									18	157	816	991	82%
2001									1	97	862	960	90%
2002										50	885	935	95%

Expiration years were not totaled because there were many more licenses that expired each year from individuals who were licensed before 1985.

Utah licenses expire on the odd numbered years.

Prepared by Clint Elison, Utah Medical Education Council (UMEC), July 2003

Table 6

Registered Nurses Licensed in Utah (1985 - 2002)

Issue Year	Licenses Issued	% Male	% Living Out-of-State	% not renewing license after first full licensing period	% of those not renewing after first licensing period living out-of-state	% not renewing after 5 years of licensure	% not renewing after 10 years of licensure	
1985	806	7.1%	24.4%	26.2%	33.5%	43.0%	49.4%	
1986	909	9.2%	25.3%	32.7%	38.1%	39.5%	50.2%	
1987	874	6.9%	24.5%	25.0%	42.9%	37.6%	47.6%	
1988	845	6.6%	24.1%	28.8%	47.0%	33.1%	46.7%	
1989	873	7.3%	17.6%	17.9%	32.7%	29.5%	39.2%	
1990	1029	9.2%	19.7%	21.4%	34.4%	26.4%	42.3%	
1991	1070	9.3%	22.2%	16.1%	50.6%	28.6%	37.8%	
1992	1202	11.1%	21.1%	22.5%	50.4%	32.1%	48.5%	
1993	1303	11.8%	17.0%	11.5%	41.0%	28.7%	40.4%	
1994	1117	14.4%	8.1%	12.2%	16.0%	19.7%		
1995	921	14.1%	3.2%	17.9%	5.7%	22.8%		
1996	1003	14.9%	3.5%	15.5%	0.7%	20.8%		
1997	1044	14.2%	4.6%	19.6%	5.6%	27.2%		
1998	986	14.0%	5.5%	14.4%	2.9%	24.2%		
1999	933	13.1%	4.6%	17.9%	14.3%			
2000	991	11.5%	5.0%	17.6%	19.0%			
2001	960	14.3%	3.7%					
2002	935	10.2%	3.8%					
Average	989	11.1%	13.2%	19.8%	27.2%	29.5%	44.7%	

Prepared by Clint Elison, Utah Medical Education Council (UMEC), July 2003

Table 7

Registered Nurse Expiring Licenses (1985 - 2005)

Expire Year	Age in Year of Expiration										Total Expired
	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-99	
1985	35	262	442	250	90	74	23	47	43	55	1322
1987	48	283	351	247	120	76	30	14	31	26	1226
1989	38	272	309	277	152	78	47	34	21	28	1256
1991	42	179	209	195	110	93	41	28	26	20	943
1993	43	150	192	204	169	78	64	43	42	86	1071
1995	20	103	155	151	144	96	65	42	37	43	856
1997	14	147	185	221	239	148	108	79	67	74	1282
1999	15	169	223	218	206	198	112	78	64	71	1356
2001	15	117	148	134	172	178	102	85	72	96	1119
2003	20	219	254	226	241	262	226	152	122	107	1829
Average	29	190	247	212	164	128	82	60	53	61	1226

Current Licenses (Active Through 2005)

Expire Year	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-99	Total Active Through 2005
2005	609	1959	2231	1983	2528	2887	2523	1452	775	325	17272

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Table 8

**Utah Registered Nurse Licenses Reinstated by Year
(1997-2003)**

Year	Count
1997	17
1998	13
1999	146
2000	75
2001	94
2002	64
2003	43
Total Reinstated	452

Part 3 (Charts 9-15)

Part 3 focuses on a different constituency of RNs. This section is concerned with those RNs who have dropped the RN license from the years 1995 through 2003. It consists of a corroborative effort between the Utah Medical Education Council, the Utah State Tax Commission, and the Office of Vital Records and Statistics with the purpose of determining residency in the state after dropping the RN license as well as filing status and the number of dependants. All data provided by the Tax Commission and the Office of Vital Records and Statistics were provided in aggregate form, within regulating statutes regarding privacy.

Chart 9 Looks at Total Licenses Issued and Expired 1995-2003

Chart 10 Shows reasons for dropping Utah RN license

Chart 11 Shows the number of dependants of former Utah RNs in year of license expiration

Chart 12 Shows the resident status of former Utah RNs as of 2002

Chart 13 Shows the filing status in 2002 of former Utah RNs who remain Utah residents

Chart 14 Is an aggregated version of Chart 12

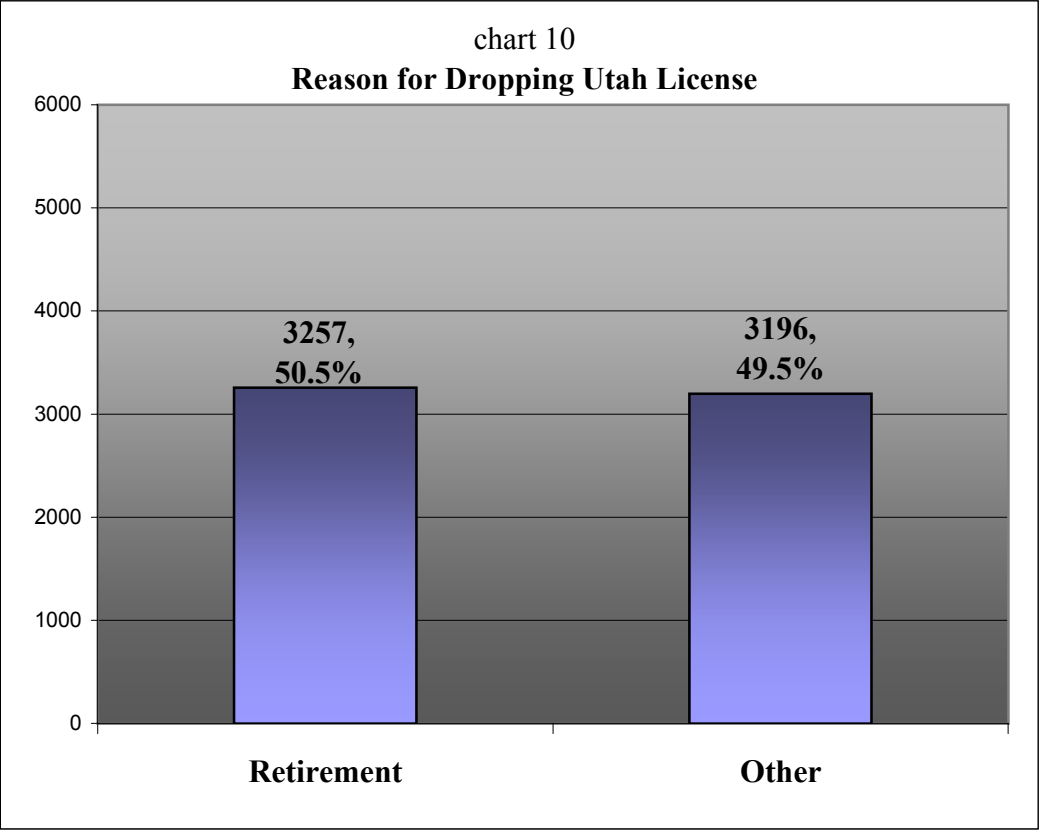
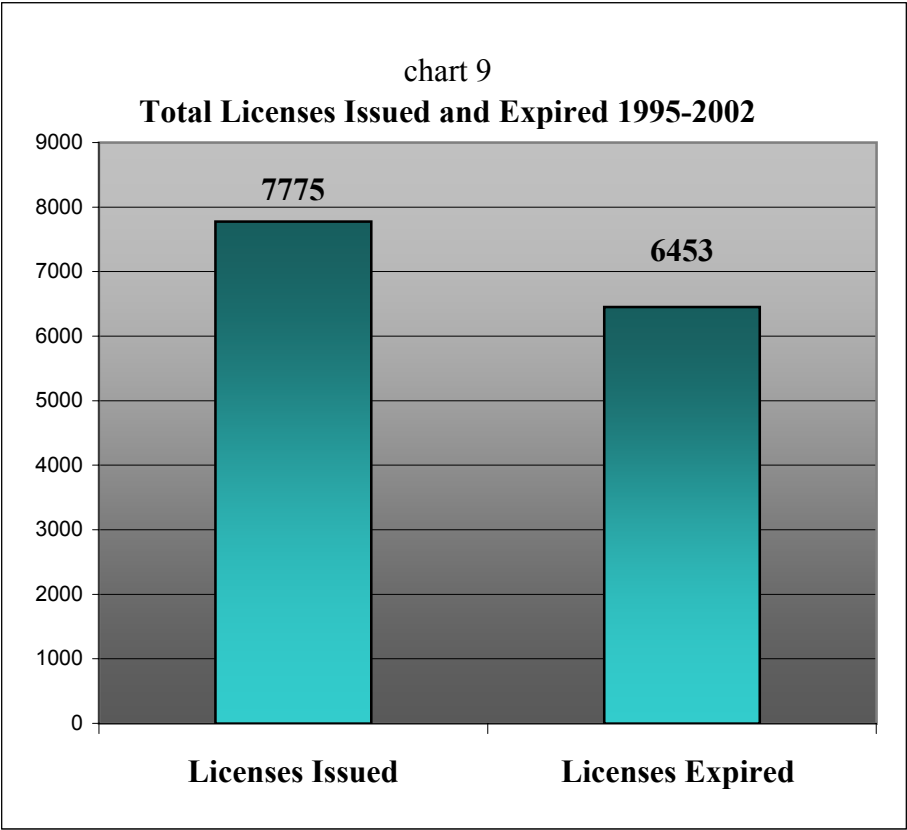
Chart 15 Shows dependants of Former Utah RNs who remain Utah residents through 2002

RN Licenses from 1995-2003

Total Licenses 1995-2003	
Licenses Issued	7775
Licenses Expired	6453
Net Increase/ Decrease	1322

Reason for Dropped License 1995-2003		
Total Expired	6453	100%
Retirement	3257	50.5%
Other	3196	49.5%

*It is assumed that those aged 56 in year of expiration dropped License due to retirement.



Analysis of Dropped Licenses Not Due to Retirement

Dependant Status (From Vital Stat)	Count	%
0	2402	76%
1+	774	24%

Resident Status	Count	%
Non-Utah Resident	2167	68%
Utah Residnt	1027	32%

Filing Status (From Tax Commission)		
Total Expired	3196	100%
Filed Returns	1273	40%
Secondary Filer	778	24%

chart 11
Number of Dependants of Former Utah RNs
1995-2003

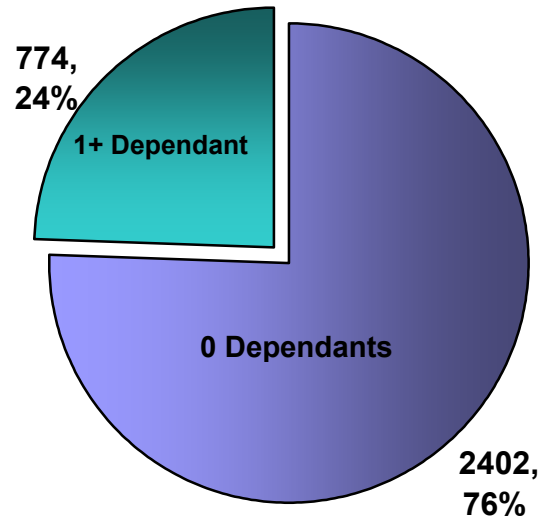
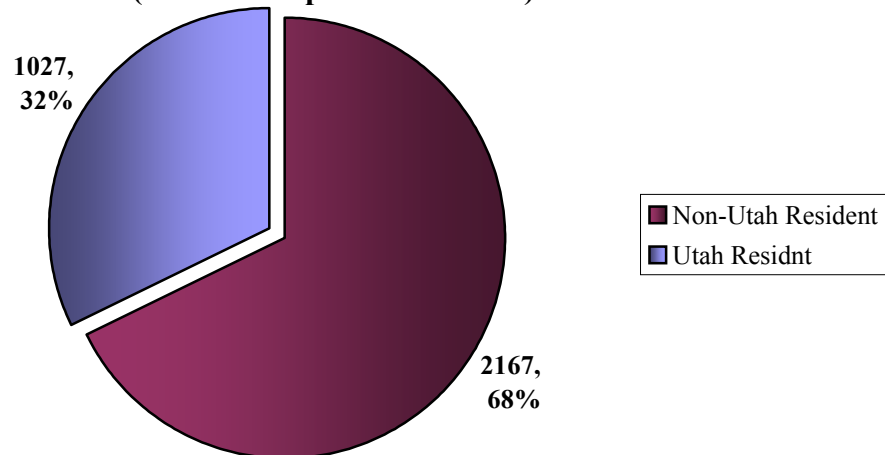


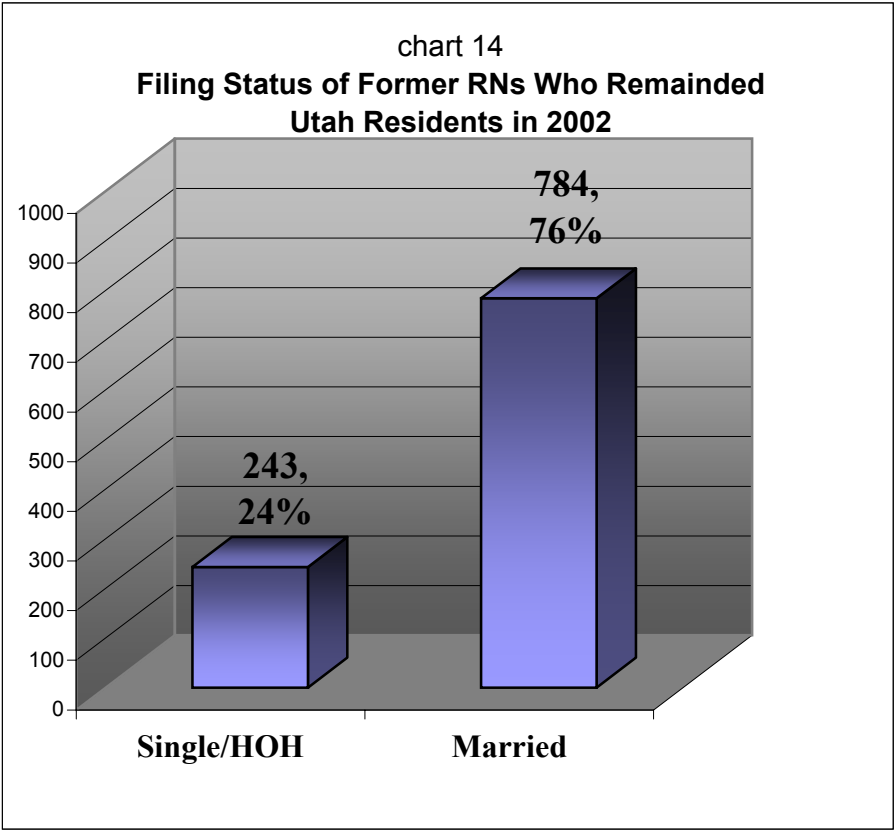
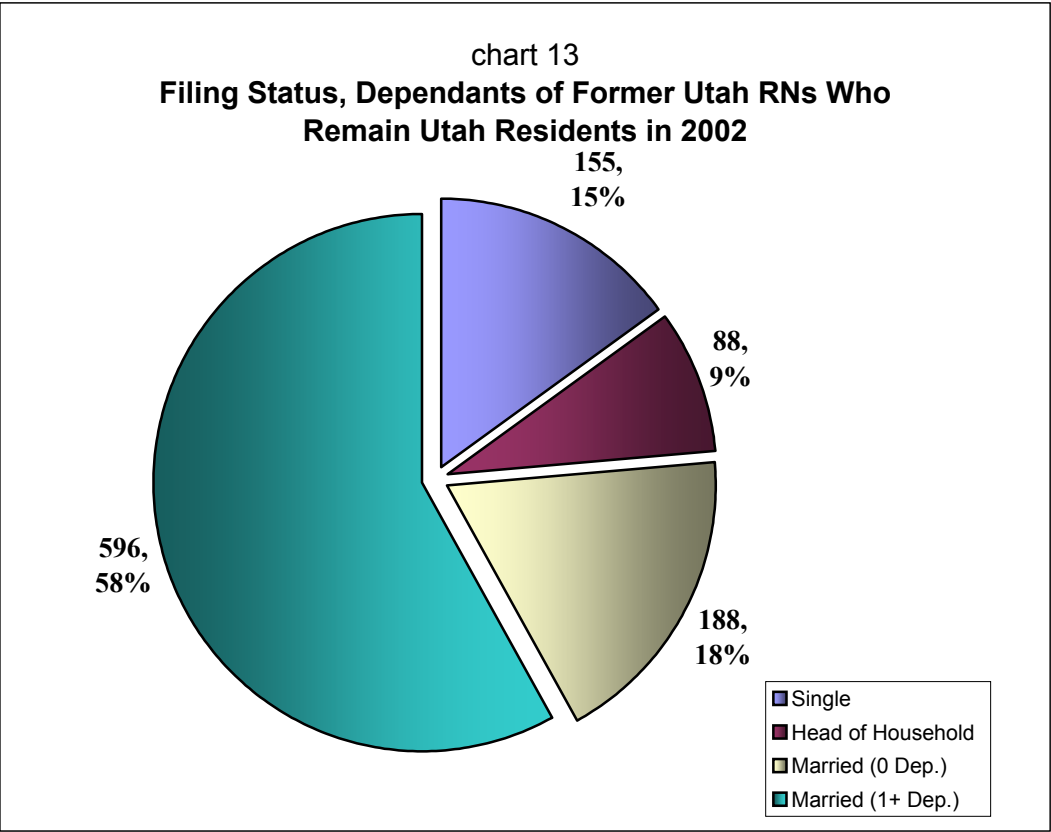
chart 12
Resident Status of Former Utah RNs as of 2002
(Licences Expired 1995-2003)



Filing status of Former Utah RNs Maintaining Utah Residency

Filing Status/Number of Dependents		
Status	Count	%
Single	155	15%
Head of Household	88	9%
Married (0 Dep.)	188	18%
Married (1+ Dep.)	596	58%
Total	1027	100%

Combined	Count	%
Single/HOH	243	24%
Married	784	76%



Number of Dependants of Former Utah RNs Who Filed a Utah Resident Tax Return in 2002

# of Dependants	Count	%
0	340	33%
1+	687	67%
Total	1027	100%

